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AUTHOR Whitbourne, Susan Krauss
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ABSTRACT

Marcia's adolescent identity status interview combines objective scoring with a clinical approach to investigate Erikson's theory in terms of the identity crisis of adolescence. Marcia's interview was extended to adult identity processes by redefining the crisis and commitment dimensions of strength (of involvement in work) and flexibility (of adherence to present work position). Within the strength and flexibility dimensions, sub-dimensional components were defined according to a cognitive-affective distinction. Adults (N=71) seeking counseling at a university vocational-educational counseling center were given the identity interview independently of a counseling center interview used for initial screening. Strength sub-dimensional scores were related to reason-for-seeking counseling in a manner generally consistent with expectation when the cognitive and affective components were jointly treated. Validity of the flexibility dimension was limited to the affective sub-dimensional component. The results support the reliability of both identity process dimensions, and show identity processes to be characterizable along a multi-faceted set of dimensions, varying according to type of cognitive or affective process. (Author/NRB)

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Validation of an Interview Measure of Adult Work Identity[1]

Susan Krauss Whitbourne

University of Rochester

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Theoretical approaches to characterization of adult developmental processes have been organized around a variety of constructs involving adaptation to life events and the growth of ego functions which have their origin in childhood experiences and psychic structure (Erikson, 1963; Gould, 1978; Levinson, Darrow, Klein, Levinson, and McKee, 1978; Rubin, 1979; Sanguiliano, 1980; Vaillant, 1977). These approaches have been operationalized in a variety of ways, but those having the broadest implications for a general theory of adult development have relied upon clinical or semi-clinical interview techniques. Such techniques typically yield rich qualitative data whose organization and interpretation are heavily dependent upon the subjective insights of the investigator. In constrast to this relatively unstructured approach, data on ego functioning have been obtained through objectively-scored questionnaire instruments (Loevinger, 1966; Lowenthal, Thurnher & Chiriboga, 1975; Ryff & Heincke, 1981; Waterman & Whitbourne, 1981). These instruments suffer from the limitations inherent in measures which do not allow for the full exporation of insightful processes experienced by respondents in reflecting upon their life experiences.

An alternative approach which combines objective scoring with the clinical approach may be found in the type of semi-structured interview developed by Marcia (1966) to investigate Erikson's (1963) theory with regard to the identity crisis of adolescence. Marcia's identity status interview has been validated in numerous studies on adolescents (Bourne, 1978a & b). Although attempts have been made to apply it more or less directly to adults (Marcia, 1976; Waterman, Note 1), the identity status construct in itself is too specific to adolescents to warrant its extension to adults, since it pertains to choices that the adolescent is anticipating rather than to the

choices that the adult is already implementing. It is also overly limited to areas of adolescent concern that may not be significant to the identity of adults, such as religion and politics, and does not include areas of concern to adults that do not touch upon the lives of adolescents, such as marital and parental roles.

The present investigation represents the first in a series of studies designed to extend Marcia's basic interview technique to adult identity concerns and processes. The purpose of the interview is to provide rateable responses along dimensions of ego functioning in adulthood. Thus, the first goal was to develop question categories and a rating system that would meet acceptable levels of reliability. The second goal was to establish the validity of the scores derived from the interview by relating them to independent observations made of respondents outside the context of the identity interview. The present data are based on a sample of adults seeking counseling from a university vocational-educational counseling center, for whom independent sources of data were available from their counseling files. Previous experience with these types of clients suggested that the concerns they expressed at the time of their initial contact with the center would be categorizable along dimensions which could be expected to relate to the processes tapped by the identity interview in the area of work. Adult identity processes as measured by the interview have as their theoretical base the dimensions underlying the identity statuses investigated by Marcia (1966).

Marcia (1966) defined an identity status as a style of resolving the Ego Identity versus Identity Diffusion crisis of adolescence. The identity statuses represented combinations of points along two dimensions derived from Erikson's description of this psychosocial stage. The Crisis dimension reflects the degree

to which the individual is involved in evaluating alternative identity commitments. The Commitment dimension represents variations in the certainty of a choice. The two dimensions combined produce four identity statuses: Identity Achievement (past crisis, strong commitment); Moratorium (in crisis, weak commitment); Foreclosed (no crisis, strong commitment); and Identity Diffuse (no commitment regardless of any past crisis). Thus, persons with weak commitments would be Identity Diffuse if they were experiencing no present involvement in trying to arrive at a resolution and Moratorium if their lack of commitment created a sense of urgency toward arriving at a resolution. Persons with strong commitments would be Foreclosed if they had never questioned their positions and Identity Achievement if they had experienced and then resolved serious doubts and/or questions. Three content areas around which crisis and commitment were evaluated were included in the original Marcia interview: Occupation, Religion, and Politics. A fourth area, attitudes toward premarital sex, was added when the interview was modified for use with college women (Marcia & Friedman, 1970). More recently, sex-role identification has been substituted for attitudes toward premarital sex (Waterman, Kohutis, & Pulone, 1977).

In the present extension of the identity interview to adults, identity processes are defined in terms of dimensions structurally equivalent to Marcia's, but more applicable to identity choices being implemented rather than anticipated. The Strength dimension is comparable to the Commitment dimension, but rather than representing certianty of a choice, refers to the impact of a choice already made on the adult's overall view of self. The second adult identity dimension is Flexibility. This is based on the Crisis dimension, but applies specifically to the adult's present willingness to consider alternatives to a presently-held position rather than past evaluation of alternatives, as in Waterman's (Note 1) adaptation of Marcia's interview. This dimension is comparable to Coan's (1972)

Openness to Experience studied in relation to adult personality development by Costa and McCrae (1978) and intellectual flexibility as studied in relation to occupational complexity by Kohn and Schooler (1978).

Strength and Flexibility scores are used as continuous and quantitative variables, a practice which deviates from Marcia's categorization system. Rather than form an overall, global rating of high and low Commitment and Crisis combined, the present system involves judgements by raters of individual questions according to pre-determined rating criteria assigning point values to particular responses which are then summed along sub-dimensions within the Strength and Flexibility dimensions. This approach is consistent with Matteson's (1975) suggestion for the adolescent identity interview and is advantageous for characterizing adult development since it permits a more process-oriented analysis than the typology which is implied by the identity statuses.

In order to provide data on identity processes relevant to adult concerns which would be consistent with the work of other authors writing in the area of adult development, the areas of identity covered by the interview have been expanded and modified from the four used in identity status research while still keeping the total time taken by the interview to one hour or less so that it can conveniently be administered in one setting. The respondent is asked at the outset of the interview to fill in a circle diagramming his or her life at the present time with the areas that are important drawn in proportionate size (Sanguiliano, 1980). The identity interview proceeds with questions about the most important area first, which is usually the nuclear family or work. Work identity, as presently defined, differs from Marcia's operationalization of occupational identity as the choice of a vocation. As used here, work identity is defined in terms of the physical and mental activities involved in the type of work in which the adult is primarily engaged on a regular basis.

The Strength dimension applies to present work, while Flexibility applies to alternative work being evaluated.

Cutting across the Strength and Flexibility dimensions are two major categories of processes which determine the nature of the sub-dimensional components within the two basic dimensions: cognitive and affective. Cognitive processes are those involved in the enumeration of features important in present or alternative work, without regard to feelings about these features. The features are divided into intrinsic and extrinsic factors (Herzberg, Mausner, and Snyderman, 1959; Kalleberg, 1977). Intrinsic features are attributes that uniquely characterize a type of work in terms of physical and mental activities, necessary skills, or motivation. Extrinsic features are those which are interchangeable across different types of work and include factors such as salary, work environment, requirements for mobility, hours, opportunity for advancement, and other features which may typify many kinds of work activities without being unique to any one. The sub-dimensional components which represent cognitive processes in work identity are Strength Intrinsicality and Flexibility Intrinsicality. Affective processes are based on the individual's feelings about work as satisfactory or unsatisfactory. Within the Strength dimension, affective processes are represented as Affect toward Work and Involvement in work on a self-reported behavioral level. Within the Flexibility dimension, affective processes are represented by Intensity of the evaluation process. Waterman and Waterman (1976), in adapting the adolescent identity interview for use with adult men, found that Identity Achievers cited intrinsic factors as important to their satisfaction, while Foreclosures cited extrinsic. It seemed, then, that the intrinsic-extrinsic distinction should be incorporated into both dimensions of identity processes, since it differentiates among persons who are highly involved emotionally in work.

Each sub-dimensional component is based on one or more questions, the responses to which are rated and summed, producing a total of five scores for each respondent for each identity area. The internal structure of the identity interview is shown in Table 1.

Insert Table 1 about here

Tests of the internal validity of the interview measures were based on expectations regarding the sub-dimensional components. Affective categories of sub-dimensional components across Strength and Flexibility dimensions were expected to be inter-related and not related to cognitive categories of sub-dimensional components. Cognitive categories were expected to be related across dimensions, such that individuals involved in work for intrinsic reasons would also be considering intrinsic factors in evaluating alternative work.

Each of the identity sub-dimensional components was expected to relate to a rating category derived from the preliminary interview administered to potential clients prior to their initiating counseling. Strength scores were expected to relate to reason for counseling, since both variables reflect considerations pertaining to present work. Strength Instrinsicality was expected to relate to counseling reason such that a rating on the identity interview as intrinsic would correspond to seeking counseling for focus and direction. Concern over extrinsic factors as a rating on Strength Intrinsicality was expected to relate to reasons for counseling based on external features on the job or need for work due to economic circumstances. Affect toward Work was expected to relate to reason for counseling such that negative affect would be associated with citing reasons signifying dissatisfaction. To the extent that Involvement is an evaluative quality, its relationship to counseling reason was expected to parallel that of Affect toward Work.

Flexibility Intrinsicality scores were expected to be related to process desired in counseling by the client. With counseling process grouped according to factors related to job search skills versus self-evaluation, clients who were involved with questioning intrinsic factors in alternative work were expected to be more likely to seek counseling for self-evaluation than job search skills. The opposite was expected for clients who were evaluating extrinsic features of alternative work. Flexibility Intensity was expected to relate to the extent of pressure to change from current work status. The most intense respondents were expected to be those who needed work, while the least intense were expected to be experiencing general discontent or restlessness. Lack of security or a feeling of being "dead-ended" was expected to be found to exist among clients who had moderate Intensity scores.

The relationship between counseling reason and desired counseling process was examined in order to evaluate the internal validity of the measures derived from the counseling interview. These measures had been expected to be related in such a way that perception of external, work-related pressures as a reason for seeking counseling would have its counterpart in counseling process in the form of a desire to improve skills related to finding or keeping a job. Self-evaluation as a desired counseling process was expected to be related to perception of a need for focus or self-direction.

Method

Sample

All respondents were volunteers seeking counseling from a university "vocational-educational" adult counseling center. A total of 71 men and women (36 men and 35 women) between the ages of 24 and 58 (M=33.3, sd=8.60) participated over a 3-year period. Over one-half (62%) of the participants were

employed, 22% were unemployed, and the remainder were homemakers (12%) or students (4%). The average SES was in the medium business, minor professional, technical worker status (M=49.04, sd=10.38) as determined by Hollingshead's (Note 2) 4-factor index. The sample of clients who participated in the research process were no different from those who were interviewed for counseling purposes only (n=138) in age, SES, or counseling reason and process.

Identity Interview

The Adult Identity Interview is a 60-minute semi-structured protocol with questions designed to be asked by the interviewer until a criterion of a response which appears rateable is obtained for each question. The questions within each identity area are organized according to sub-dimensional components within the Strength and Flexibility dimensions. Each question is followed by the rating criteria which are applied to the responses to serve as a guide for the interviewer.

The present interview represents the sixth in a series of revisions of questions and rating categories based on Waterman's (Note 1) Ego Identity Status Interview Adult Version. Previous versions of the present interview had been administered to community as well as counseling center respondents so that the questions are applicable outside the restricted range of adults represented by the present sample.

The rating process begins by having the rater transcribe from the tape the responses to each question. The transcriptions are then used as the basis for the rater to fill in subsequently a structured rating form, checking off the pre-formed categories represented by each response, and assigning the corresponding score. Enumeration of intrinsic and extrinsic factors is used as the basis for quantitative determination of ratings along these sub-dimensional

components. When responses do not correspond to any of those listed on the rating form, the rater is to write the response in the category into which it is judged to belong so that inter-rater agreement can be evaluated in terms of content.

On the basis of 38 interviews, agreement rates of 71% between two raters were reached on individual questions within both Strength and Flexibility dimensions across identity areas. These rates represent a reliability corrected for chance of .64 (Cohen, 1960), and contingency coefficients of .70 and .78, respectively. This level of inter-rater reliability is comparable to the level reported for adults (Waterman & Waterman, 1976) using a modified version of the identity status interview.

Counseling Interview. A preliminary screening interview to determine the client's initial concerns prior to counseling was administered by counseling center staff who were not aware of the purpose of the research investigation. The preliminary interview was a 30-minute counseling interview with no pre-determined sets of rating categories, since its primary use was for referral and not research. The ratings used in the present study were developed by the author from content analysis of all interview summaries in the counseling files covering the period of the research. The rating categories and scales derived from the interview summaries of all clients are shown in Table 2. Ratings

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Insert Table 2 about here

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were conducted on all 208 counseling clients seen over the 3-year period of the study by the author without knowledge of status as a research participant or outcome of counseling. A reliability check by an independent rater on categories (b) and (c) yielded an agreement rate of 80% (reliability=.74) on an 11% sample of all counseling cases (constituting a 33% sample of all research clients).

Results

The internal validity of scores derived from the identity interview was assessed by intercorrelating the five sub-dimensional components (df=69). The correlation matrix is shown in Table 3. Three second-order partial

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Insert Table 3 about here
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partial correlations (Nunnally, 1978) calculated from the four significant first-order partial correlations were significant: Affect and Involvement, $r=.38$, $p<.01$, Involvement and Intensity, $r=-.29$, $p<.05$, and Flexibility Intrinsicality and Intensity, $r=.41$, $p<.001$. The first two correlations supported the expectation regarding the relationships among affective category sub-dimensions. The third correlation was not expected to be significant; its presence signified a relationship between affective and cognitive components within the Flexibility dimension.

The external validities of Strength Intrinsicality, Affect toward Work, and Involvement sub-dimensional components of Strength were determined by first categorizing along each sub-dimension into above- and below-median groups. Affect toward Work was related to counseling reason in the expected manner, $\chi^2(2)=7.40$, $p<.02$, as can be seen from Table 4. Strength Intrinsicality

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Insert Table 4 about here
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showed an interaction with Involvement to yield a significant relationship to counseling reason. The joint distribution of these three variables is shown in Table 5. Among clients with Intrinsic Strength, high Involvement was related to

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Insert Table 5 about here
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external circumstances as the reason for counseling and low Involvement to a

need for focus, $\chi^2(2)=3.77$, $p<.05$. Clients with extrinsic Strength and low Involvement resembled the Intrinsic-high Involvement group in seeking counseling for externally-based reasons. Thus, the expectation relating Strength Intrinsicality and counseling reason was supported only for clients with low Involvement. High Involvement served to reverse the expected relationship shown for clients with Intrinsic Strength, but in itself did not parallel the relationship observed for the Affect toward Work sub-dimension, as originally expected. Thus, scores on all three Strength sub-dimensions were significantly related to counseling reasons, although not always in the expected fashion.

The relationship between Flexibility Intrinsicality and desired counseling process was not found to be significant, when job search as the desired process was contrasted with self-evaluation.

The last test of the relationship between identity scores and counseling interview ratings was to confirm the expectation regarding Flexibility Intensity and degree of apparent pressure to change from current work status. Work status and counseling reason categories were combined to form groups varying along a continuum ranging from general desire for change, through perceived lack of security or chances for advancement in current work setting, to need to find work, mainly for economic reasons. Grouping along the Intensity sub-dimensions at the median failed to yield a significant relationship, so that further analyses were conducted only with those clients at the upper and lower extremes of the distribution on Intensity. The resulting relationship was significant, $\chi^2(2)=7.09$, $p<.03$, as can be seen from Table 6, due primarily to

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Insert Table 6 about here

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the high proportion of clients who were not intensely involved in an evaluation process expressing a general dissatisfaction with work or need to find a focus

more in line with personal goals than their current work. Somewhat unexpectedly, unemployed persons and those needing work were not disproportionately spread between the high and low Flexibility Intensity groups. However, those with the highest Intensity scores were clients with perceived lack of certainty about remaining employed or frustration with not advancing in their current work. All of these clients evidenced strong degrees of Intensity over resolving their work concerns.

Finally, the relationship between counseling reason and process was examined as a check on the internal validity of these measures. This relationship, shown in Table 8, for all 207 counseling center clients, was significant and in the expected direction, $\chi^2(4)=40.88$, $p<.00001$.

Discussion

Comparison of the observed results with expectations regarding internal and external validity of the identity interview dimensions yields a generally favorable evaluation of the sub-dimensional scores within both Strength and Flexibility. Categories of sub-dimensions formed along the cognitive-affective distinction related within and across dimensions in ways that were generally consistent with prediction with the exception of the lack of observed relationship between cognitive components of Strength and Flexibility. All three Strength variables were related to reason for counseling, the external validational criterion used for this dimension. Clients with negative Affect toward Work stated as their reason for counseling dissatisfaction with work. Involvement showed an interaction with Strength Intrinsicality such that within the low involvement groups, clients having different reasons for counseling differed in Strength Intrinsicality in a manner consistent with expectation. Only those clients with Intrinsic Strength and low Involvement sought counseling

as a means of clarifying their focus in work. Intrinsically-oriented clients with a high degree of work involvement cited external or situational factors as their main reason for counseling. Apparently, these clients desired "fine tuning" in their job situations rather than change at a more basic level. In contrast, clients having little involvement in their present jobs, but a concern over intrinsic factors, were more intent on examining the underlying structure of their work commitment.

Flexibility Intrinsicality scores did not relate as expected to desired counseling process. Moreover, scores on this sub-dimensional component, which had been categorized as involving cognitive rather than affective processes, were found to correlate with Intensity of evaluating alternative work, a presumed affective process. Thus, Flexibility Intrinsicality scores did not appear to be especially useful for characterizing the evaluation of alternatives as a cognitive process, or for discriminating among clients with expressed preferences for self-evaluation or help with skills not intrinsic to a particular kind of work. Intensity, the second Flexibility sub-dimensional component, did relate as expected to one Strength affective sub-dimensional component, Involvement. It also distinguished among groups seeking counseling under differing degrees of strain to achieve closure regarding their work situations. Further work is needed on the Flexibility Intrinsicality sub-dimension to permit adequate operationalization of both the affective and cognitive facets of the evaluation of work alternatives.

The results of the present study have fairly definitively provided support for the break represented by the Adult Identity Interview from the identity status construct. Identity processes have been shown to be characterizable along a multi-faceted set of dimensions, varying according to type of process as cognitive or affective, and within each of these, subtle differentiations

between intrinsic and extrinsic qualities of present work involvement, positive and negative feelings about work, and involvement in work or in seeking an alternative to work.

The present conceptualization also appears to hold promise for the study of ego processes involved in adult development. Because the measures of identity processes are treated independently rather than jointly, it becomes possible to explore differences among adults who do not clearly fall into one or another of the statuses, but who nevertheless differ in identity Strength and Flexibility. It has been observed that the types of strains that adults adapt to in their lives are of a mundane, everyday nature rather than traumatic (Brim, 1976; Pearlin, 1980). However, most adults, by the standard identity status measure would appear Foreclosed (Brocknek, 1976). This is because the identity status measure would fail to capture the smaller, more restricted, but continuous alterations in identity that adults undergo as they encounter situations which stimulate adjustments in their self-definition as workers. Moreover, as a methodological improvement over semi-clinical and biographical techniques, it can be applied to larger and broader samples of adults than have been reported on in the current literature. Moreover, it provides scores on functions which should be responsive to external factors as well as processes which develop as a function of the individual's initiation of an perception of changes in self-definition. Such processes appear to have been tapped in the present study, as shown by the co-existing influences of employment status and pressure to change, and type and direction of personal satisfaction in the everyday activities of work. Expanded to other areas of adult life, this approach would seem to have the potential for providing an understanding of the complex and interacting influences on adult identity development.

Footnotes

[1]Based on a paper presented at the 89th Annual Convention of the American Psychological Association, Los Angeles, California, August, 1981.

Reference Notes

1. Waterman, A.S., Besold, B., Crook, W., and Manzini, S. Ego Identity Status Interview for Adult Women. Unpublished manuscript, Trenton State College.

2. Hollingshead, A.B. A four factor index of social status. Unpublished manuscript, Yale University.

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Table 1

Sub-Dimensional Components of Work Strength and Flexibility

Dimension	Sub-dimensional Component	Range of Scores	Question Areas	Ratings
Strength	Intrinsicality (Cognitive)	0 to 5	Intrinsic & Extrinsic Features	5 = Intrinsic clearly primary 4 = Intrinsic slightly greater than extrinsic 3 = intrinsic and extrinsic impossible to untangle 2 = Extrinsic slightly greater than intrinsic 1 = Extrinsic clearly primary 0 = No factors mentioned
	Affect toward Work (Affective)	-4 to +4	Attitude	+2 = Very positive +1 = More positive than negative 0 = Neutral -1 = More negative than positive -2 = Very negative
			Effect on Self	+2 = Very positive +1 = More positive than negative 0 = Neutral -1 = More negative than positive -2 = Very negative

Table 1 (cont.)

Dimension	Sub-dimensional Component	Range of Scores	Question Areas	Ratings
	Involvement (Affective)	0 to 4	Importance	2 = 50% or more of circle
				1 = 25-49% of circle
				0 = Less than 25% of circle
			Effect on Behavior	2 = Frequently works beyond requirements of job
				1 = Occasionally works beyond requirements
				0 = Never works beyond requirements of job
Flexibility	Intrinsicality (Cognitive)	0 to 5	Intrinsic & Extrinsic Features	5 = Intrinsic clearly primary
				4 = Intrinsic slightly greater than extrinsic
				3 = Intrinsic and extrinsic impossible to untangle
				2 = Extrinsic slightly greater than intrinsic
				1 = Extrinsic clearly primary
				0 = No factors mentioned
	Intensity (Affective)	0 to 12	Form of Alternative	4 = Trying to decide on a position to take
				3 = Considering alternatives to position
				2 = Doubting or questioning position
				1 = Disliking position
				0 = No questioning, doubting, or disliking

Table 1 (cont.)

Dimension	Sub-dimensional Component	Range of Scores	Question Areas	Ratings
			Point in Decision-Making Process	5 = Actively trying to resolve 4 = Decision already partially made 3 = Decision made and is trying to implement 2 = Just entering decision-making process 1 = Will enter into decision-making process in the future 0 = Any questioning prematurely resolved, or no decision-making
			Seriousness of Alternative	4 = Alternative or questions/doubts very serious 3 = Alternative or questions/doubts moderately serious 2 = Constraints exist which limit the possibility of finding an alternative or answers to questions 1 = Alternative or questions/doubts not very serious 0 = No alternatives, questions, or doubts, or those present are not seen as at all serious

Table 2

Preliminary Counseling Interview Categories and Ratings

Category	Ratings
Status	1 = Employed
	2 = Student
	3 = Unemployed
	4 = Homemaker (full-time)
Counseling Reason	1 = Job dissatisfaction
	2 = Need for Work
	3 = Change in home situation
	4 = Job security threatened, or perceived lack of advancement
	5 = Need for focus, or self-direction
Desired Counseling Process	1 = Interest testing
	2 = Finding job opportunities
	3 = Help with interview skills
	4 = Help with resume writing
	5 = Adaptation to present job
	6 = Evaluation of self and goals

Table 3

Zero-Order Correlations Among Identity Strength and Flexibility Scores

	Strength			Flexibility	
	Intrinsicality	Affect Toward Work	Involvement	Intrinsicality	Intensity
Strength					
Intrinsicality	1.00	-.02	.05	-.11	-.21
Affect Toward Work		1.00	.43***	-.34**	-.25*
Involvement			1.00	-.30**	-.41***
Flexibility					
Intrinsicality				1.00	.49***
Intensity					1.00

*$p<.05$

**$p<.01$

***$p<.001$

Table 4

Affect Towards Work by Counseling Reason

Affect	Counseling Reason (%)			
	Dissatisfaction (Categories 1 & 4)	Circumstances (Categories 2&3)	Focus (Category 5)	Total
Positive & Neutral	7 (21.21)	9 (24.24)	18 (54.55)	33
Negative	18 (47.37)	10 (26.32)	10 (26.32)	38

Table 5

Strength Intrinsicality and Involvement by Counseling Reason

Strength Intrinsicality	Involvement	Counseling Reason (%)			
		Dissatisfaction (Category 1)	External Circumstances (Categories 2, 3, & 4)	Focus (Category 5)	Total
Intrinsic	High	5	11	7	23
	Low	4	3	9	16
Extrinsic	High	1	6	7	14
	Low	4	10	4	18

Table 6

Relationship among Total Sample between Reason for Counseling and Desired Counseling Process

Counseling Reason	Desired Counseling Process (%)		
	Job Search, Job Satisfaction	Self-Evaluation	Total
Dissatisfaction	24 (44.44)	30 (55.56)	54
Need for Work	22 (88.00)	3 (12.00)	25
Change in Home Situation	6 (54.55)	5 (45.45)	11
Need for Security or Advancement	26 (74.29)	9 (25.71)	35
Focus or Self-Direction	22 (26.83)	60 (73.17)	82

Table 7

Flexibility Intensity by Pressure to Change from Current Work Status

Intensity	Work Status[a] (%)			
	Employed--Generally Dissatisfied or Want Focus	Employed--Concerned with Job Security or Advancement	Unemployed--Or Need Work	Total
Low (less than 6)	9 (81.82)	0 (0.00)	2 (18.18)	11
High (greater than 11)	4 (33.33)	5 (41.67)	3 (25.00)	12

[a]Three homemakers whose reason for counseling was a change in home situation were not included due to small cell sizes.